

# Bulletin

OF THE

# INTERNATIONAL LABOUR OFFICE

## NATIONAL LABOUR LEGISLATION.

### *Laws and Orders.*

- ✓ BRITISH COLONIES: CANADA: White Phosphorus Matches Act, 1914.
- ✓ GREECE: Decree respecting hygienic conditions and safety of workers in factories.
- ✓ Regulations respecting sanitary conditions in printing works.
- ✓ NETHERLANDS: Decree respecting the Stonemasons' Act.



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# Bulletin

OF THE

# INTERNATIONAL LABOUR OFFICE

[NOTE.—The German, French, and English editions of the *Bulletin* are referred to as G.B., F.B., and E.B., respectively.]

## International Labour Legislation.

Circular letter of the Swiss Federal Council with regard to the Diplomatic Conference on Labour Legislation of 1914. Dated 14th July, 1914. (Schweiz. Bundesblatt 1914, III., 714.)

The Federal Council has addressed the following circular letter to the Ministries of State of the German Empire, Austria, Hungary, Belgium, Spain, France, Great Britain, Italy, Luxemburg, the Netherlands, Portugal and Sweden :—

“In pursuance of the decision arrived at by the International Conference on Labour Legislation held in Berne on 15th–25th September, 1913, we submitted, in our circular letter of 30th December, 1913,\* to the Governments of the countries concerned, the proposal that a Diplomatic Conference might meet on 3rd September 1914 in order to convert the principles adopted by the Technical Conference of 1913 into International Agreements. The said principles† concern :

(1) The prohibition of the industrial night-work of young persons.

(2) The fixing of a maximum working day for women and young persons engaged on industrial occupations.

In accordance with the replies which have reached us up to the present, the said invitation has been accepted by Germany, Belgium, Spain, France, Great Britain, Luxemburg and the Netherlands ; it has been refused by Norway and Russia. It may be assumed that further acceptances will be received and that the Conference may be considered assured.

We have received no suggestions, in regard to the subject matter and procedure for the proposed conference, from the States which have notified us of their acceptance.

Russia declares that the most important draft principles of 1913 are not, as a whole, suitable to the particular conditions of Russian industry and that the participation of this State in an International Agreement is consequently impossible.

\* Text E.B. IX., p. 62.

† Text E.B. VIII., p. 393, No. 2.

Norway states that the home legislation in force comprises far more extensive protection than that found in the principles laid down by the Conference of 1913, and that, moreover, a Bill has been introduced to further extend this legislation ; that, in these circumstances, the Government is not in a position to participate in an Agreement based on the principles of 1913 ; and that, as the Government further assumes that these principles will not be subject to any important modifications by the Diplomatic Conference the said Government considers it best to renounce any idea of participation, although fully appreciating the aims of the Conference.

In regard to the rules of procedure, we take the liberty of suggesting that these should be the same as for the Conference of 1913 (Protocol, pp. 34 and 35), which were those used by the Diplomatic Conference of 1906.

We are of opinion that on this occasion also, as during the last-named Conference (*cf.* our circular letter of 14th June, 1906, *Actes*, pp. 24 *et seq.*) we should draw up formulated draft agreements. The contents of the said agreements shall embody the principles of 1913, with the addition of those provisions (Art. 5, 6, 8, par. 1 and 2 ; 9, 10, 11) of the Agreement of 1906, relating to night-work,\* which might also apply to the subject matter of the agreement under discussion. It seemed to us, moreover, that the wording might be subjected to some improvements which we regard as exclusively editorial. We enclose both drafts, and we propose that they shall be made the basis of the discussions in a non-obligatory manner.

We may perhaps be allowed to recall to mind that the credentials, which also give the right to sign the Agreements, should be held in readiness for the first sitting of the Conference. As suggested in our letter of 30th December, 1913,† the Conference is to meet on Thursday, 3rd September, 1914, at 3 o'clock in the afternoon, in the room of the State Council of the Parliamentary Building in Berne.

We have the honour of requesting the Governments of those States whose replies to the above-mentioned circular-letter have not yet been received, to forward their decision at the earliest moment and, if possible, the names of the duly authorised delegates."

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\* Text E.B. I., p. 272.

† Text E.B. IX., p. 62.

# National Labour Legislation

## 1. LAWS AND ORDERS

### I. Germany

#### (A) EMPIRE.

1. *Bekanntmachung, betr. die Einrichtung und den Betrieb von Anlagen zur Herstellung von Bleifarben und anderen Bleiprodukten.* Vom 29 Mai 1914. (Reichs-Gesetzblatt 1914, Nr. 30, S. 186.)

**Notification respecting the installation and working of establishments for the manufacture of lead colours and other lead products.** Dated 29th May, 1914.

In pursuance of §139a of the Industrial Code, the Federal Council has issued the following Order with respect to the installation and working of establishments for the manufacture of lead colours and other lead products:—

The provisions of §10, paragraphs (1) and (2) of the Notification with respect to the installation and working of establishments for the manufacture of lead colours and other lead products, dated 26th May, 1903/6th March, 1913 (Reichs-Gesetzbl. 1903, p. 225; 1913, p. 125)\* shall remain in force up to 1st January, 1915.

2. *Gesetz zur Aenderung der §§74 und 75 und des §76 Abs. 1 des Handelsgesetzbuchs.* (Nr. 4393.) Vom 10 Juni 1914. (Reichs-Gesetzblatt 1914, Nr. 35, S. 209.)

**Act to amend §§74 and 75 and §76, Paragraph 1 of the Commercial Code (No. 4393), dated 10th June, 1914.**

#### §1.

The following Regulations shall replace §§74, 75 and §76, paragraph (1) of the Commercial Code:—

74. In the event of an agreement between the employer and the commercial employee which hinders the latter in his industrial activity during the period following the termination of the contract of service (competition prohibition), the employer shall draw up, in writing, sign and hand to the employee a document containing the provisions of the agreement.

The prohibition of competition shall only be binding if the employer undertakes to pay compensation during the period of the prohibition, amounting for each year of such prohibition to not less than one half the remuneration last drawn by the commercial employee in accordance with his contract.

\* Text G.B. II., p. 225, No. 3; E.B. VIII., p. 113, No. 6.

74a. The prohibition of competition shall not be binding unless it serves the purpose of protecting a justified business interest held by the employer. It shall further not be binding in so far as it entails an unfair obstacle to the advancement of the employee, taking into consideration the compensation granted according to place, time or object. The prohibition shall not extend over more than two years from the termination of the contract of service.

The prohibition shall be null and void when the yearly remuneration due to the employee in virtue of the agreement does not exceed fifteen hundred marks. The same shall apply if the employee was under age at the time the agreement was concluded, or in the event of the employer demanding a promise of fulfilment on word of honour, or under some similar assurance. The agreement shall also be null and void when a third party, on behalf of the employee, enters upon an undertaking that the latter, upon termination of his contract of service, shall limit his industrial activity.

The provisions of §138 of the Civil Code, relating to the nullity of legal agreements which offend against morality, shall remain unaltered.

74b. The compensation to be granted to the commercial employee in virtue of §74, paragraph 2, shall be paid him at the end of every month.

In so far as the remunerations due to the employee in virtue of his agreement consist in a commission or in other variable emoluments, when the compensation is calculated, these shall be calculated on the basis of the average for the last three years. Should the terms of the contract relating to the above-mentioned emoluments not have been in force for three years upon the termination of the contract of service, the calculation shall be based on the average for the period during which the said terms have been in force.

In so far as such emoluments are intended to cover special outlays resulting from services rendered, they shall not be taken into account.

74c. The commercial employee shall cause such sums as he may earn by doing work for third parties, or which he maliciously omits to earn, during the period for which the compensation is payable, to be included in the compensation due to him, if the said compensation, together with the above-mentioned sums, would exceed by more than one-tenth the amount of the last remuneration drawn by him in virtue of the agreement. Should the employee have been obliged to change his place of residence owing to the prohibition of competition, one-tenth shall be replaced by one-quarter. The employee shall not be entitled to claim compensation during a period of imprisonment to which he may be condemned.

The employee shall be bound upon request to inform the employer as to the amount of his earnings.

75. Should the employee terminate the contract of service in virtue of the provisions of §§70, 71, owing to conduct on the part of the employer contrary to the provisions of the agreement, the prohibition of competition shall become inoperative if, within one month from the date of the notice, the employee declares in writing that he does not consider himself bound by the agreement.

In the same way, the prohibition of competition shall become inoperative if the employer gives notice of the termination of the contract of service, unless the employee himself should have given serious cause for such notice or unless the employer should declare himself willing to pay to the employee, during the period of the limitation, remuneration equal to the full amount last drawn by the employee in virtue of his contract. In the latter event, the provisions of §74b shall apply in a corresponding manner.

Should the employer terminate the contract of service in virtue of the provisions of §§70, 72, owing to conduct on the part of the employee contrary to the agreement, the employee shall not be entitled to claim any compensation.

75a. The employer shall be entitled, prior to the termination of the contract of service, to declare in writing that he waives the competition prohibition, with the result that one year from the date of the said declaration he shall be free from the obligation to pay the compensation.

75b. Should the employee be appointed to a post outside Europe, the obligation in regard to the prohibition of competition shall not be made subject to any declaration on the part of the employer that he binds himself to the payment of the compensation provided for in §74, paragraph 2. The same shall apply when the payments due to the employee in virtue of his agreement exceed eight thousand marks for one year; the provisions of §74b, paragraphs (2) and (3), shall apply in a corresponding manner in regard to the calculation of the amount of the payments.

75c. Should a penalty have been provided for against the employee in the event of his not fulfilling the obligations undertaken by him in virtue of his agreement, the employer shall only be entitled to enforce claims in accordance with the provisions of §340 of the Civil Code. The provisions of the Civil Code relative to the reduction of a disproportionately high penalty provided for in the contract shall remain unaltered.

Should the validity of the agreement not depend on the employer binding himself to pay compensation to the employee, then, in the event of the employee incurring a penalty stipulated in the contract, of the kind provided for in paragraph 1, the employer shall only be entitled to claim the actual penalty incurred; a claim for the granting of, or compensation for, any further indemnity shall be inadmissible.

75d. The employer shall not be entitled to enforce an agreement which derogates, to the detriment of the commercial employee, from the provisions of §§74 to 75c. The same shall apply to agreements which are intended to evade the legal provisions relating to the minimum compensation, by means of miscalculations or in some similar manner.

75e. The compensation to which the commercial employee is entitled in virtue of the provisions of §§74 to 75d, for the period following the termination of the contract of service, shall be included among the emoluments for services rendered within the meaning of §61, No. 1, of the Bankruptcy Act.

It shall only be permissible to distrain on the compensation, for the purpose of guaranteeing or satisfying a creditor, after the expiration of the day on which the said compensation falls due, and in the event of the employee not having already claimed it. The distraint shall, however, be permissible in so far as the compensation, alone or together with the emoluments mentioned in §§1 and 3 of the Act relating to the seizure of wages for work or service, shall not exceed 1,500 marks in any one year. The provisions of §2, of §4, Nos. (2) and (3), and of §4a, of the said Act shall apply in a corresponding manner.

75f. The provisions of §152, paragraph (2) of the Industrial Code shall apply to an agreement by which one employer binds himself in regard to another employer not to employ, or only to engage under certain definite conditions, a commercial employee who has been in the service of the latter.

76 (par. 1). The provisions of §§60 to 63 and 75f shall also apply to commercial apprentices. Agreements restricting the latter in their industrial activity for the period subsequent to the termination of their articles of apprenticeship or contract of service shall be null and void.

## §2.

The following provisions shall be inserted at the end of §82 of the Commercial Code :—

82a. The provisions in force for commercial employees shall apply to the prohibition of competition in regard to persons who, though not engaged as apprentices, are, for the purposes of their training, engaged for commercial employment without payment, (voluntary workers), in so far as they do not refer to the remuneration due to the employee."

## §3.

This Act shall come into force on 1st January, 1915.

The new regulations, except those relating to the provisions in regard to formalities contained in §74, paragraph (1) shall also apply to competition prohibitions previously agreed upon. A prohibition of competition which is not binding in virtue of the new provisions, either because no compensation has been agreed upon in accordance with §74, paragraph (2), or because the payments due to the employee in virtue of his contract do not exceed 1,500 marks a year, shall remain binding in the event of the employer, within three months from the coming into force of the present Act, declaring himself in writing to be willing to pay the prescribed compensation, and also to raise to more than 1,500 marks the payments due to the employee in virtue of his contract.

3. *Bestimmungen über Fachausschüsse für Hausarbeit (Nr. 4398). Vom 18 Juni 1914. (Reichs-Gesetzblatt 1914, Nr. 36, S. 221.)*

**Regulations relating to Industrial Committees in regard to home work.** Dated 18th June, 1914.

In virtue of §24 of the Home Work Act of 20th December, 1911 \* (Reichs-gesetzblatt, p. 976), the Federal Council has decided as follows :—

*I.—Establishment and Composition of Industrial Committees.*

1. Industrial committees shall, as a rule, be established for individual industrial branches or parts of industrial branches.

Should several industrial branches or parts of industrial branches extensively co-operate in any one district in regard to homework, then, as a rule, one joint industrial committee shall be established for them.

2. The Central Authority of a State shall have power to decree that, in regard to industrial committees, special sub-committees shall be established for certain branches of industry or parts of branches of industry.

The sub-committees shall be composed of representatives of the industrial employers and homeworkers concerned, in equal numbers, and also of the president and assessors of the industrial committee (§21, paragraph 1, of the Home Work Act). The Central Authority of a State shall fix the number of representatives for the sub-committees.

3. The Central Authority of a State shall appoint at least one substitute each for the president and for the assessors and one substitute each for the representatives of the industrial employers and of the home workers appointed by the said authority. One substitute each shall be chosen for the elected representatives of the industrial employers and of the home-workers.

The substitutes for the president and the assessors shall possess the requisite technical knowledge. The substitutes for the president shall be neither industrial employers nor home-workers.

4. Only men or women—

- (i.) who are of German nationality ;
- (ii.) who have completed their thirtieth year ;
- (iii.) in regard to industrial employers—  
who, as industrial employers in the leading trade, belong or have belonged for a minimum period of one year to those industrial branches for which the particular industrial committee or sub-committee has been established ;
- (iv.) in regard to home workers—  
who are not industrial employers—

may be appointed or elected as representatives for the industrial employers or home-workers, or as their substitutes.

Only such persons who comply with the provision of paragraph 1, and who, moreover, as home-workers, as persons carrying on home industries (§119b of the Industrial Code), or as industrial workers (Part VII. of the Industrial Code), have had their principal occupation throughout a minimum period of one year, in those branches of industry or parts of branches of industry for which the industrial committee or sub-committee is established, shall be elected as representatives of the home-workers or as substitutes.

5. The following persons shall not be appointed or elected as representatives of the industrial employers or of the home-workers, nor as their substitutes :—

- (i.) any person who shall have lost the right to hold a public office in consequence of a criminal sentence, or who is being prosecuted on account of a crime or an offence which might entail the loss of such right, in the event of criminal proceedings having been begun against him ;
- (ii.) any person who, by order of the court, shall have lost the right to the free disposal of his property.

6. Industrial contractors who, as a rule, employ one home-worker, in so far as they are not themselves home-workers within the meaning of the Home Work Act, shall be considered as being industrial employers within the meaning of §4.

The supervisory authority (§32) shall have the right to decree that persons who, without possessing a workshop, distribute work to home-workers on behalf of industrial employers outside their workshops (distributors, factors, messengers) shall be considered industrial employers within the meaning of §4.

The supervisory authority (§32) shall have authority to lay down principles for deciding the question of including as industrial employers any persons, coming within the district of the industrial committee, who themselves employ on their own premises (workrooms) one or more persons for wages, and who, at the same time, distribute work to home-workers on behalf of industrial employers outside their workshops (so-called middlemen).

The legal representatives of industrial employers and the authorised heads of their establishments shall have equal rights and powers with the industrial employers.

7. The appointed representatives of the industrial employers and of the home-workers shall each elect an equal number of further representatives (§22, paragraph 1, third sentence of the Home Work Act).

The substitutes for the elected representatives of the industrial employers and of the home-workers (§3, paragraph 1, second sentence) shall be chosen by the industrial employers and by the home-workers respectively, from among the appointed representatives.

Should sub-committees be established in regard to industrial committees, the representatives appointed for such sub-committees shall elect the second half of the representatives of the industrial employers and of the home-workers (§22, paragraph 1, third sentence, of the Home Work Act), and also their substitutes.

Should women be employed in a comparatively large number, the supervisory authority (§32) shall decide for each industrial committee and for each sub-committee how many of the representatives of the home-workers and of their substitutes to be elected shall be women workers.

8. The elections shall be by direct and secret ballot.

The vote shall be by ballot. The voter shall enter on his ballot paper the names of all the representatives and substitutes one under the other, in such a way that there shall be no doubt as to the identity of the nominated person, as to the order in which they are to be considered, nor as to whether they are to be elected as representatives or as substitutes.

Before the commencement of the election, the president of the industrial committee shall communicate to the voters the regulations concerning eligibility (§§4 to 6).

9. The supervisory authority (§32) may stipulate that the voters shall forward the ballot papers to the president of the industrial committee, in an envelope provided with an official seal, within a definite period to be fixed for each election.

10. Failing such an order, the ballot papers shall be handed in in person.

The president of the industrial committee shall stipulate the time and place for the election and he shall direct the same.

11. Should less than half the duly qualified electors participate in the election (§§9 and 10), a new election shall be ordered. In that event, the voting shall take place without any further reference to the number of participants.

12. Should the information on any ballot paper fail to make clear the identity of one of the nominated persons, or should a non-eligible person have been chosen (§§4 to 6), that name shall be cancelled.

Should a ballot paper contain more eligible names than the number of representatives for the industrial employers or home-workers or their substitutes to be elected, only the first names up to the requisite number, in the order in which they were entered, shall be considered in each case. Should there be any doubt in regard to the order in which the names have been entered decision shall be arrived at by lot.

13. Those persons shall be considered as having been elected who receive not less than one valid vote (§12) in excess of half the number of electors. In the event of an equality of votes, the decision shall be arrived at by lot.

14. The president and the assessors of the industrial committee shall decide, by a majority of votes, which individual names shall be eliminated in virtue of §12.

In cases provided for under §12, paragraph 2, §13, the president shall draw the lot in the presence of the assessors.

15. Should the requisite number of representatives of the industrial employers or of home-workers, or, in the cases provided for in §7, paragraph 4, of women home workers, and also of substitutes, not have been elected, supplementary elections shall be held.

In regard to supplementary elections, the regulations for the first election shall apply with the provision that, until the requisite number of representatives of substitutes is reached, those persons who obtain the highest number of votes shall be considered as having been elected. In the event of an equality of votes, the decision shall be arrived at by lot. §14, paragraph 2, shall apply accordingly.

16. A written statement shall be drawn up in regard to the verification of the election results.

17. Protests against an election shall be lodged with the president of the industrial committee within two weeks, by duly authorised electors. The supervisory authority (§32) shall finally decide all protests.

The said authority shall make public the results of the election.

18. The assessors and the representatives of the industrial employers and of the home-workers, and also their substitutes, shall be appointed for four years. The period for which the representatives are elected shall, however, terminate at the same time as the period for which the appointed representatives are nominated.

In the event of more than half the elected representatives of the industrial employers or representatives of the home-workers, and also, in the cases provided for in §7, paragraph 4, the elected women workers and their substitutes, having resigned from an industrial committee or sub-committee, the supervisory authority (§32) may order a fresh election for the remainder of the period of validity of the election for all the elected representatives of the industrial employers or of their substitutes or for all the elected representatives of the home-workers or of the women home-workers or their substitutes.

19. Should circumstances arise which, in virtue of §§4 to 6, exclude a representative of the industrial employers or of the home-workers or one of their substitutes from appointment or election, the said representative or substitute shall resign from the industrial committee. In the event of a refusal, he shall be expelled by decision of the industrial committee after having been given an opportunity to defend himself. Appeal against the decision may be made to the supervisory authority (§32) within two weeks from the publication of the expulsion. The authority's decision shall be final.

Paragraph 1 shall apply accordingly for the assessors and their substitutes should any of the circumstances provided for in §5 arise or become known in regard to them.

20. The assessors and the representatives of the industrial employers and of the home-workers, including the substitutes, shall receive, in accordance with special regulations of the Central Authority of the State, compensation for any railway expenses they may have had to incur in order to take part in the election (§10), and for every sitting which they have attended; and the representatives of the home-workers and their substitutes shall, moreover, also receive compensation for loss of time. The Central Authority of a State shall also have the power to grant compensation for loss of time to assessors and to the representatives of the industrial employers and also to their substitutes.

Should the district of an industrial committee extend over several Federal States, the details in regard to compensation for travelling expenses and loss of time shall be decided by the interested State Authorities in agreement.

*II.—Procedure.*

21. The president shall conduct the ordinary business of the industrial committee and he shall represent the latter in regard to external matters.

22. He shall fix when the sittings are to take place and lead the discussions, and he, and also the assessors, shall participate in the proceedings with full voting rights.

Upon the request of two-thirds of the representatives of the industrial employers and of the home-workers, he shall summon a sitting of the industrial committee or of a sub-committee.

23. The sittings of the industrial committees or of the sub-committees shall not be public.

24. The industrial committees and the sub-committees shall have power to obtain expert evidence or to invite experts to participate in the sittings with full voting rights.

25. The supervisory authority (§32) shall have power to appoint experts to attend the sittings, who shall, on request, be heard at any time.

26. In order that a decision may be valid, a written invitation, stating the subject matter to be discussed, shall be sent to all the members of the industrial committee or of the sub-committee. Moreover, the president, and also at least one assessor and two representatives each of the industrial employers and of the home-workers or their substitutes, shall be present.

27. Should more representatives on the one side than on the other present themselves in order to participate in a decision in regard to giving an expert opinion, in accordance with §19, Nos. (1), (4) of the Home Work Act, which, in pursuance of §23, paragraph 1, of the Act, must be arrived at with the participation of an equal number of representatives of the industrial employers and of the home-workers, then the excess number of representatives on the side for which the greater number has presented itself shall retire, beginning with the youngest.

28. Subject to the provisions of §23, paragraph 2, of the Home Work Act, the decision shall be arrived at in virtue of a majority of votes. In the event of an equality of votes, the vote of the president shall decide.

29. Upon the request of at least one-half of those representatives of the industrial employers or of the home-workers who take part in the voting, the ballot shall be secret.

30. In regard to every meeting, minutes in writing shall be drawn up, which shall be signed by the president and by the secretary, who may also be a member of the industrial committee or of the sub-committee.

The minutes or an extract therefrom may only be published with the consent of the supervisory authority (§32).

31. Objection, with suspensory effect and accompanied by a statement of the reasons, shall be raised by the president to decisions which exceed the powers of the industrial committee or which are contrary to the legal regulations. Such objections may be contested by way of a complaint addressed, within two weeks, to the supervisory authority by any representative of the industrial employers and of the home-workers, or by any substitute who has participated in the passing of the resolution. The authority's decision shall be final.

32. The industrial committees shall be subject to the supervision of the Higher Administrative Authorities in whose districts they have their headquarters. The Central Authority of a State shall decide to which authority the above-mentioned term refers.

33. The supervisory authority (§32) shall pay annually to the industrial committees, out of the State funds, the sums necessary to cover the expenses incurred by the committees in connection with their work, and shall issue detailed rules for the expenditure and the administration of such sums, and also in regard to the rendering of accounts.

34. Should there exist several industrial committees in one and the same district, the Central Authority of the State may issue an Order that joint arrangements shall be made for the business staff, the business premises, and similar matters.

Should the district of an industrial committee extend over several Federal States, the organisation shall be agreed upon by the Central State Authorities concerned.

4. *Bekanntmachung, betr. Ausnahmen von dem Verbote der Sonntagsarbeit im Gewerbebetriebe* (Nr. 4401). Vom 25 Juni 1914. (Reichs-Gesetzblatt, Nr. 38, S. 234.)

**Notification in regard to exemption from the prohibition of Sunday work in industrial undertakings.** Dated 25th June, 1914.

In pursuance of §105d of the Industrial Code, the Federal Council has decreed :  
In the Schedule attached to the Notification of 5th February, 1895 (*Reichs-Gesetzblatt*, p. 12), relating to exemptions to the prohibition of Sunday work in industrial undertakings, Class E (sylicultural by-products, materials for lighting purposes, fats, oils, and varnishes), there shall be inserted under No. 3, in place of "palm oil factories" : "palm-kernel and cocoanut oil factories."

5. *Bekanntmachung, betr. die Anwendung der Bestimmungen der Seemanns-ordnung vom 2 Juni 1902, über die Krankenfürsorge auf geschlechtskranke niederländische Seeleute* (§71, Abs. 2, S.O.) (Nr. 4409). Vom 30 Juni 1914, Reichs-Gesetzblatt 1914. No. 43. S. 251.

**Notification relating to the application of the provisions of the Seamen's Code of 2nd June, 1902\* (§71, par. 2, S.O.) concerning the care of the sick, to Dutch sailors suffering from venereal diseases.** Dated 30th June, 1914.

In pursuance of §71, paragraph 2, of the Seamen's Code of 2nd June, 1902\* (*Reichs-Gesetzblatt*, p. 175), the benefits in case of sickness provided for in the Act is only made applicable to persons suffering from venereal diseases, who are subjects of a foreign State when, in accordance with a Notification published in the *Reichs-Gesetzblatt*, Germans employed on a vessel belonging to the said State are granted similar benefits, either in virtue of the legislation of that State or of a Treaty.

In view of this provision, it is herewith made known that the legislation of the Netherlands complies with the said requirement.

## (B). FEDERAL STATES.

### KINGDOM OF SAXONY.

*Verordnung, das Verhalten der Polizeibehörden bei gewerblichen Streitigkeiten (Streiks, Aussperrungen) betreffend.* Vom 10 Juni 1914. (Gesetz- und Verordnungsblatt 1914, S. 165.)

**Order respecting the conduct of Police Authorities in the event of trade disputes (strikes, lock-outs).** (Dated 10th June, 1914.)

As differences of opinion and doubts have arisen in regard to the powers and obligations of police authorities in the event of trade disputes, especially in regard to strikes and lock-outs, the Minister of the Interior feels compelled to issue the following regulations in this respect :—

\* Text G.B. I., p. 361, No. 1

1. The police authorities shall not personally interfere in the actual disputes, but they shall watch with strict impartiality that the public order be not interfered with, especially that the life and health of no single person be endangered, that injury to property and other punishable actions be prevented, and that the freedom and safety of public traffic, especially to and from the workplaces, be protected in every way.

2. Proceedings in respect of infringements which disturb or endanger public order, no matter whether these are caused by strikers or locked-out persons or by labour contractors or persons willing to work, shall be carried out quietly and with reserve, but nevertheless with such energy and emphasis as the circumstances may demand, in order that no doubt may arise in respect to the readiness and the might of the Supreme Executive Power to maintain order and to prevent contraventions of the law.

3. The stationing of so-called pickets in public highways, streets, squares and waterways shall not be opposed when these do not interfere with the free traffic, especially when they are restricted to the observation of labour conditions without for this purpose molesting individuals.

4. In so far as, at the exits to an undertaking affected by a trade strike, strike pickets or other persons acting in sympathy with one of the interested parties shall disturb the public order or safety, the convenience or peace of the public highways, streets, squares and waterways, more especially by molesting those willing to work or other persons, or by assuming a threatening attitude, they shall be turned away and, if necessary, removed from such places of public traffic, including carriage and house entrances.

To address or unmistakably accompany such persons in public streets or squares, against their expressed or apparent desire, shall be considered as molestation.

5. Should strike pickets have to be turned away owing to such molestation, or should there be reason to fear direct disturbances owing to the strike pickets, the police authorities may, according to the circumstances of the case, prohibit the stationing of strike pickets, either temporarily or for the whole period of the strike in question.

6. In every case in regard to which penalties have to be imposed owing to disturbances of public order and to infringements connected therewith, the police authorities shall collect the necessary evidence as speedily and thoroughly as possible, and transmit it to the competent authority, even should it not be a matter for imprisonment.

## II. Great Britain and Ireland

**Notice of the Board of Trade (Marine Department) to Shipowners, Shipmasters and shippers : Ferro-Silicon. (July, 1912.)**

The attention of the Board of Trade has been called to numerous accidents, fatal and otherwise, which have been caused within the last few years by the escape of poisonous and explosive gases from consignments of ferro-silicon, invariably consisting of so-called high-grade ferro-silicon produced in the electric furnace.

The Board are advised that ferro-silicon produced in the electric furnace, and of grades containing from 30-70 per cent. of silicon, evolves large quantities of phosphoretted hydrogen gas, and, in less amount, of arseniuretted hydrogen, both of which are of a highly poisonous nature.

The evolution of these gases is greatly increased by the action of moisture or of moist air, and certain grades of ferro-silicon between the limits mentioned are both brittle and liable to disintegrate spontaneously, thereby exposing a larger amount of surface, and increasing the quantities of poisonous gases evolved.

The Board of Trade have no objection to the shipment of ferro-silicon on deck, either in cargo vessels or in vessels carrying passengers, *but subject to the following conditions* :—

(a) *Passenger Vessels*.—(1) It must contain a percentage of silicon of less than 30 or more than 70 per cent. ;

(2) It must, after manufacture, have been broken into pieces of a size in which it is usually sold, and so stored under cover, but exposed to the air as completely as possible for at least a month before being dispatched from the works ;

(3) It must be packed in strong wooden cases pierced with four-inch holes on each side (not on each end) ;

(4) The cases must be labelled with the word "Ferro-silicon," the percentage of the silicon, and directions as to stowage ;

(5) If carried on any deck on which there is sleeping accommodation it must be separated from the nearest cabin by at least a space of six feet.

(b) *Cargo Vessels*.—Ferro-silicon complying with all the above conditions may be carried on deck in vessels not conveying passengers, and may also be carried in adequately ventilated places under deck in such vessels if these places are separated by an air-tight bulkhead from the parts of the vessel occupied by the crew, and contain no food-stuff or other cargo liable to damage by poisonous gases.

Shipowners are advised, before accepting ferro-silicon for shipment to or from ports in the United Kingdom, to obtain from the shipper a certificate, stating :—

(a) The name and address of the consignor's agent in the United Kingdom ;

(b) The percentage of silicon in the consignment ;

(c) The name of works where the ferro-silicon has been manufactured, the date of manufacture, and the date of dispatch ;

(d) That the consignment conforms in all respects with the requirements of the Board of Trade or that it conforms in all respects except that of percentage with the requirements of the Board of Trade.

Shipowners are warned that the carriage of ferro-silicon with a percentage of more than 30 and less than 70 per cent. of silicon is highly dangerous, and should take all practicable steps to ensure the accurate marking and description of the ferro-silicon sent for shipment.

The notices issued by the Board of Trade with regard to ferro-silicon in September, 1907, March, 1909, and February, 1910, are hereby cancelled.

### III. British Colonies

#### CANADA.

**An Act to prohibit the manufacture, importation, and sale of matches made with white phosphorus.** (Dated 27th May, 1914).

1. This Act may be cited as the White Phosphorus Matches Act.

2. In this Act, unless the context otherwise requires —

(a) "Minister" means the Minister of Labour ;

(b) "white phosphorus" means the substance usually known as white or yellow phosphorus ;

(c) "inspector" means any person authorised by regulation or appointed by the Minister to perform any duties under this Act or under any regulation made thereunder ;

(d) "regulation" means and includes any order or regulation made by the Governor in Council under the authority of this Act.

3. It shall not be lawful for any person to use white phosphorus in the manufacture of matches.

(2) The owner or operator of any factory in which the manufacture of matches is carried on shall allow any officer of the Department of Labour, authorised by the Minister, at any time to take therefrom for analysis sufficient samples of any material in use or mixed for use : Provided that the owner or

operator may, at any time when the sample is taken, and on providing the necessary appliances, require the said officer to divide the sample so taken into two parts and to mark, seal and deliver to him one part.

4. It shall not be lawful to import into Canada matches made with white phosphorus, and matches so made shall be included amongst the goods enumerated and described in Schedule C to the Customs Tariff, 1907.

5. It shall not be lawful for any person to use, sell, or to offer or expose for sale, or to have in his possession for the purposes of sale, any matches made with white phosphorus.

6. Any person who is manufacturing or proposing to manufacture matches by way of trade may present a petition to the Commissioner of Patents, praying for the grant of a compulsory licence to use any process patented at the time of the passing of this Act for the manufacture of matches without white phosphorus.

(2) The Commissioner of Patents, after considering any representations that may be made by the patentee, or his legal representatives, or any person claiming an interest in the patent, may order the patentee or other interested party to grant a licence to such petitioner on such terms as he may consider just: Provided that the Commissioner may, if he thinks fit, and shall on the request of any one of the parties to the proceedings, call in the aid of an assessor, specially qualified, and hear the case wholly or partially with his assistance.

(3) An order of the Commissioner of Patents directing the grant of licence under this Section shall, without prejudice to any other method of enforcement, operate as if it were embodied in a deed granting a licence and made between the petitioner and patentee and such other persons claiming an interest in the patent as aforesaid.

7. The Governor in Council may make such orders and regulations as to him seem necessary for the carrying out of the provisions of this Act.

(2) Such orders and regulations shall have the same force and effect as if embodied in this Act.

(3) Every such order or regulation shall be published in the *Canada Gazette*.

8. The certificate of an inspector shall, for the purposes of this Act, be *prima facie* evidence in all courts of justice and elsewhere of the matter certified.

9. Any inspector may, at any time, for the purpose of carrying into effect any of the provisions of this Act or any regulation made thereunder, enter any place or premises, or any steamship, vessel or boat, or any carriage, car, truck or other vehicle used or which the inspector or other person suspects is being used for the storage or carriage of matches made with white phosphorus, and may also open any package or store containing matches made with white phosphorus or which he suspects to contain such matches.

10. Every person who refuses to admit, or who obstructs or impedes an inspector, and every person who aids and assists him therein, shall be liable on summary conviction to a penalty not exceeding five hundred dollars and costs.

11. Every person who violates any provision of this Act, or of any regulation made thereunder, in respect of which no penalty is hereinbefore provided, shall be liable on summary conviction to a penalty not exceeding five hundred dollars and costs.

12. Every offence against this Act, or against any regulation, shall, for the purposes of proceedings under this Act, or of any such order or regulation, be deemed to have been committed, and every cause of complaint under this

Act, or any such regulation, shall be deemed to have arisen either in the place in which it actually was committed or arose, or in any place in which the person charged or complained against happens to be.

13. This Act shall come into force on the first day of January, 1915, except as to §5, which shall not come into force until the first day of January, 1916.

## IV. Greece

1. Regulations for mining undertakings situated in Greece. (25th January/7th February, 1911.)

2. Royal Decree concerning the hygienic conditions and the safety of workers in factories, workshops, shops, etc. (25th April/8th May, 1913.)

1. The manufacturing, trading, or mercantile undertakings referred to in §1 of the Act No. 3934, dated 19th November,/2nd December, 1911,\* must observe the rules contained in the following Sections concerning the hygienic conditions and safety of workers in their factories, workshops, and shops, irrespectively of the way in which the work is done therein.

### *Cleanliness and Hygiene.*

2. Rooms where any work is done must always be kept clean; in particular, the floor must be cleaned at least once a day, either at the beginning of the work or when it is over, and never during work or in the presence of workers. The cleaning shall be performed by washing; if the conditions of the work or the nature of the floor does not allow of washing, the cleaning must be done with wet brooms, brushes, or cloths.

The walls must be kept clean; if they cannot be washed they must be plastered and whitewashed whenever necessary.

3. In rooms where substances subject to decomposition are used, the floor must be smooth and waterproof and the walls covered in such a way as to be washable. Besides this, the floor and walls shall be washed with disinfectants whenever necessary.

Refuse subject to decomposition must not be kept in the workrooms unless put in metal boxes closely shut, which must be emptied and washed once a day.

4. The atmosphere of factories and of the workrooms in general must be protected from contamination from ditches, sewers, trenches, sanitary conveniences, or any other source of effluvia.

The pipes and conductors of dirty water must be made of waterproof material securely closed. They must have the necessary inclination towards the direction of the flow and be arranged in such a way as not to emit any evil smell.

5. In every factory, workshop, or shop, there must be a sufficient number of sanitary conveniences. Shops in the same building may use sanitary conveniences in common.

The conveniences must not have any direct communication with the neighbouring workrooms or other rooms used by the workers. The closets must be sufficiently ventilated and lighted and arranged in such a way as to prevent any evil smell.

In every factory, workshop, or shop, there must be at least one convenience for every 40 workers. In factories, workshops, or shops where more than 20 women or girls are employed, separate conveniences must exist for these persons in the same proportion as in the case of male workers. In addition, there must be a suitable number of urinals. The factories, workshops, and shops established after the publication of this Decree must comply strictly with the rules of this Section; factories, etc., already in existence must comply with these rules as far as the existing buildings allow.

6. There must be a special supply of water for flushing the conveniences and urinals. This must be done at least once a day.

The floor and the lower part of the walls to the height of 1 metre must be of waterproof material and the walls must be covered with cement of light colour.

The owners and managers of factories or mercantile undertakings must allow to the workers of both sexes enough time during working hours for their natural necessities.

\* Text E.B. VII., p. 282.

7. The workmen and clerks employed in each room must be so distributed as to allow each to have 8 cubic metres of air; the rooms must be at least  $2\frac{1}{2}$  metres high.

As regards factories using mechanical power and established in buildings owned by the undertaking, the rule as to the height of the rooms shall apply to those founded in future; factories already existing must comply with this rule unless the conditions of the buildings render it impossible.

In workrooms where the floor is more than  $1\frac{1}{2}$  metres underground and also in chemical factories and workshops, every worker must be allowed 10 cubic metres of air.

8. In factories, workshops, or shops already existing, the proportion of air referred to in the above Section may be limited for the first three years to 5 cubic metres in ordinary workrooms; or to 6 cubic metres in chemical factories or workshops and where the floor is more than  $1\frac{1}{2}$  metres below ground.

9. The workrooms must be well ventilated; for this purpose they must have a sufficient number of windows and openings proportionate to the size of the rooms, which may be opened and closed when necessary. The ventilation must be sufficient in order to avoid any excessive increase of temperature.

Four years after the publication of the present Royal Decree, the performance of any industrial or manufacturing work in places where the ceiling is less than  $1\frac{1}{2}$  metres above the ground shall be prohibited.

10. Dust of any kind, fumes, unhealthy or poisonous gases must, as they are produced, be slowly withdrawn from the workrooms. Where necessary, there must be pipes and mechanical apparatus to expedite the removal of dust, fumes, gases, or vapours.

Heavy gases (*e.g.*, vapours of mercury, sulphuret of carbon, etc.) must be drawn off from above to below; the producing machinery and work-tables must communicate directly with the ventilators.

11. During intervals for rest the air in the workrooms must be renewed.

In shops for the sale of colonial goods and groceries the sleeping apartments of the employees and other working staff must be separated from the workrooms and warehouses, so that the air therein is kept pure. The provisions of §7 (1) of the present Decree regarding ventilation and the height of rooms shall be complied with. These rooms must have the necessary number of windows opening into the open air and not into the workrooms or warehouses.

By written request of the Labour Inspector, the owners or managers of undertakings must forbid their staff to have meals in the workrooms during intervals for rest.

12. The owners or managers of undertakings must provide enough pure water for drinking, and rooms with water for washing, and everything that is necessary to enable the workers to keep themselves clean.

In factories or workshops where arsenic or any other poisonous substances are used, facilities must always be provided to enable the workers to wash thoroughly.

In factories or workrooms where tobacco is prepared or manufactured, the employers must provide seats at least half a metre high for the workers.

13. In rooms where more than 10 workers are employed, directions cautioning them from endemic, miasmatic, or any other diseases arising from the nature of the work, must be posted up as directed by the Minister of National Economy.

In every workroom a sufficient number of spittoons of waterproof material shall be provided in various places; these spittoons must be cleaned with disinfectant at least once a day.

The employer must have in readiness, according to the number of workers, all that is needed for first-aid in case of sudden illness or accident.

#### *Provisions for the Prevention of Accidents from Machinery.*

14. Only workers appointed to superintend steam, gas, or electric motors, hydraulic wheels, fly-wheels (turbines) shall be allowed to approach the same; moreover these plants shall be placed in separate rooms or fenced with enclosures or railings.

The passages between engines, machinery, or tools driven by motor power must be at least 70 cm. wide and the floor quite smooth. This rule concerning the distance between machinery shall apply to all factories established after the publication of the present Decree. As regards those already in existence, the rule shall only apply in so far as the machinery is, in the opinion, of the Labour Inspector, liable to cause danger to the workers.

The stairs used for the above machinery must be solid and provided with strong railings.

All wells, pits, doors, reservoirs, and receptacles for corrosive or hot liquids must be closed with secure fastenings, opened only when necessary.

15. All the mechanically projecting or otherwise dangerous parts of machinery, especially rollers, wheels, fly-wheels, belts, ropes and cog-wheels, cylinders and friction

cones, as well as all shafting which might cause accidents, must be provided with strong fences, such as iron covers or wooden cases for belts, drums for pulleys, covers for cog-wheels, railings, etc. All the machinery fences must be kept in their places whilst the machines are in motion. Machines with sharp implements moving quickly, such as mechanical saws, cutters, milling machines, etc., and all other mechanical implements of this sort shall be so constructed and fitted up that the workers in their usual workplaces are not in danger of touching them by any involuntary movement.

The handling of belts whilst the motor is working must be performed by a method not necessitating their being touched with the hands directly.

Measures must be taken to prevent, as far as possible, persons from working in the plane of fly-wheels, grinding wheels, emery stones, or any other rapidly revolving machinery.

16. The starting and stopping of engines must be announced by an agreed signal.

Cleaning or repairing engines whilst in motion shall be prohibited. For the purpose of cleaning or repairing, the engines must be stopped by removing the principal driving belt.

The fixing of belts shall be done by an expert worker over 20 years of age; when this is being done the pulleys must revolve at a reduced speed.

17. The managers or owners of factories where mechanical power is used must compel the workers to wear clothes without any loose ends and coats with narrow sleeves. The arms must be bare below the elbows.

18. The machinery by which the engines are stopped shall be placed close to the person tending the machine, outside the zone of danger.

All machines must be fitted with apparatus for breaking their connection with the principal motor-power.

The foremen or managers of departments and persons in charge of machinery in every undertaking must be able to stop the motors at any time at their discretion.

19. In warehouses or workshops where merchandise or other heavy weights are stored, a table showing the weight which the floor can stand per square metre, shall be affixed in a prominent position. This table shall be verified by engineers and shall be liable to be checked by the Labour Inspector or overseer at any time.

#### *Exits.*

20. In workshops, offices, shops of any kind, or warehouses where inflammable substances are handled or used or where more than 20 workers are employed, the doors must open outwards into the passages, cloak-rooms, or stairs or out of the building.

The exits must be sufficient so that in case of danger the workrooms and the whole building can be easily vacated. They must always be free and no goods or other articles obstructing the exit shall be placed in the way. In workshops, warehouses, or offices where inflammable substances are handled, the workers must not work in a place more than 10 metres away from the exit.

Where many persons are employed, clear notices must indicate the quickest exit.

Doors not generally used for exit, but only so used in case of emergency, must open easily outwards and must be clearly marked as emergency exits.

In workshops, warehouses, or offices where inflammable substances are used, if the windows are covered with bars, etc., the latter must open easily outwards.

#### *Staircases.*

21. Stairs used in workplaces must be made of solid non-inflammable material or wood covered with non-inflammable substance.

This provision shall apply only to buildings used as factories, workshops, or shops and will be put into force three years hence.

The stairs, passages, or corridors must be of a sufficient number and wide enough to allow the workrooms to be vacated immediately.

The passages and corridors must be kept free and must not be obstructed in any way.

In factories with two floors there must be a sufficient number of non-inflammable staircases on the outside of the building with special exits leading to them; these stairs shall be used only in case of fire or other emergency.

#### *Lighting and the Prevention of Fire.*

22. In every factory, workshop, or shop, and on the stairs and the corridors therein there must be sufficient natural or artificial light.

The lighting or other apparatus with flames and the heating apparatus must be placed at a sufficient distance from any object likely to catch fire; moreover, they must be arranged in such a way as not to affect the eyesight of the workers.

The Labour Inspector may require non-inflammable discs to be placed on the ceiling or walls to protect them from the flame.

Movable lamps must have a heavy base. Lamps of all kinds, whether movable or not, must have glass globes or metal nets round the flame, to prevent it from coming into contact with inflammable substances.

23. In factories where inflammable gases are given off—*e.g.*, factories for the manufacture of sulphuret of carbon, alcohol, gas, and explosives, electric light must be used.

Where electric light is used the employers must comply with the special provisions regarding electric installations.

24. The owners or managers of undertakings where more than 50 workers, regardless of their sex or age, are employed, must take the necessary measures effectively to prevent fire from spreading.

Instructions fixed up in every workroom must indicate the position of the implements and means of extinguishing fire and explain how to use them. These implements must always be kept in good condition.

#### *General Provisions.*

25. The Minister of National Economy may order certain undertakings to post up the provisions of this Royal Decree.

26. The persons mentioned in §1 of the Act in force must, in case an accident happens to one of the workers, give notice as soon as possible to the nearest director or sub-director of police. The latter must immediately go to the place and ascertain the causes and extent of the accident and examine privately the workers who were present: at the same time he must inform the Ministry of National Economy of the accident by telegram, and thereafter present a full report on it. This report must state the day and the exact time at which the accident happened, the name and age of the worker, the name of the employer, the nature of the enterprise, and the reasons which caused the accident and specially whether the engine which had caused it was unfenced.

27. If, with good reason, delay is needed for the execution of any obligations imposed by this Decree, the Labour Inspector may grant the same in writing, giving reasons therefore.

28. The Labour Inspectors may advise or require undertakers to adopt other protective measures besides those mentioned in the present Decree, if these are necessary to the safety of workers, which is the object of the Act.

29. The provisions of this Royal Decree shall apply, as far as possible, to metallurgical works and to machine factories attached to them and to the factories and machine factories of railway and tramway companies, but not to mines, railways, or tramways.

30. Non-compliance with the provisions of the present Royal Decree, and the rules to be published in pursuance of the same, shall be punished according to the provisions of §§3 and 4 of the Act 3934, dated 19th November/2nd December, 1911.\*

### **3. Regulations with respect to sanitary conditions in printing works. (Dated 11th/24th February, 1914.)**

1. In addition to the general provisions contained in the Royal Decree, dated 25th April/8th May, 1913,\* "hygienic conditions and the safety of workers in factories, etc.," the special provisions of the following Sections shall be adhered to in printing works; if, when applying these special provisions it should be found that they are in contradiction with the general provisions of the Royal Decree dated 25th April/8th May, 1913,† the former shall be given the preference.

2. The height of the composing rooms shall be at least 3m.; air space of at least 10 cub.m. shall be provided for every worker. Rooms in

\* Text E.B. VII., p. 282.

† Text E.B. IX., p. 301, No. 2.

which work is carried on by means of linotype machines shall have a height of at least 3m., and in these rooms air space of at least 20 cub.m. shall be provided for every worker.

The cubic contents of the workrooms shall be stated on a notice, which shall bear the signature of the employer and be exhibited in the workroom, in a place where it can be easily seen by the staff.

In cases of temporary or extraordinary requirements, permission may be obtained from the competent Prefecture, upon application made by the employer, to employ in the workrooms a larger number of workers than that corresponding to the cubic contents of such rooms, but only for periods not exceeding 14 days in every year; the average air space per person shall never be below 8 cub.m.

3. The floor of the several rooms of the building shall be covered with a dry and waterproof material without joints, so that the creation of dust and accumulation of dirt may be prevented and that the rooms may be cleaned without difficulty.

In printing works in which less than eight workers are employed the floor may be of wood; in such a case, however, the floor shall be saturated with boiled linseed oil or receive a coating of oil colour. The joints of the floor shall be caulked.

4. The walls and ceilings shall be distempered with a light water colour, unless they are coated with a waterproof and smooth material, which can be washed at regular intervals. Distemping shall be renewed once in every year.

5. All parts of the letter cases and the remaining furniture shall be fixed to the floor in such a manner that no dust can accumulate under the same or shall rest on supports so that there remains a sufficiently high intermediate space between the supports and the floor for sweeping and washing the latter without difficulty.

6. The floor shall be swept daily with a wet broom, at a time when no work is being carried on; as far as possible, the floor shall also be washed.

The letter cases, furniture, windows, and all other articles shall be dusted with a wet cloth; for removing the dust, a dust suction apparatus may also be used. In this operation the raising of dust shall be avoided.

7. If the letter cases are dusted in the open air, bellows may be used for the purpose. For dusting the letter cases in the workroom itself, a special dust suction apparatus shall be used.

8. Printing works shall not be installed in underground premises, the floor of which is more than 1.50 m. below the level of the street.

It shall be permissible to erect printing machines in underground rooms, if the latter are airy, light and dry (see §7, par. 3, of the Royal Decree dated 25th April/8th May, 1913\*) with respect to the administration of the Act respecting hygienic conditions and safety of workers in factories.

9. The washing of type and printing plates on the floor of the printing works is prohibited. For this purpose a large trough shall be used. After the washing, the water shall be poured into a covered pit or drain.

10. In winter the renewal of air in the workrooms shall be effected by a sufficient number of air pipes to be fitted above the windows. In summer the windows shall remain open as far as possible. The hours of opening shall coincide with the hours of rest.

During every midday interval and every evening the air shall be completely renewed by doors and windows being kept open.

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\* Text E.B. IX., p. 301, No. 2

11. Clothing taken off during working hours shall be kept in a special room.

The workers shall be bound to provide for themselves, at their own expense, a blouse with narrow sleeves, closed at the neck. This blouse shall be worn during working hours.

12. The employers shall be bound to see that washing basins, with a sufficient quantity of water and soap, are at the disposal of the workers.

One washing basin shall be provided for every 15 workers.

Every worker shall provide himself, at his own expense, with a clean towel. After termination of the work, and before meals, he shall carefully wash his hands and face on the premises.

13. The compositors shall be prohibited from holding type in their mouths and from smoking during work.

14. A sufficient number of spittoons shall be provided in every workroom, and these shall be placed at a height of at least 75 cm. from the floor and be filled with an antiseptic substance, and cleaned once every day. Spitting outside the spittoon is prohibited.

15. The employer shall be bound to see that the provisions contained in §§11 and 12 (paragraphs 3), 13 and 14 of these regulations are strictly adhered to. These regulations shall be exhibited in the workrooms. The employers shall be entitled to avail themselves of the provisions of Act No. 4,030.\* "on the payment of wages, etc.," in the case of non-observance of the foregoing regulations on the part of the workers, by which provisions they are entitled to impose fines.

16. The water tanks and jars containing drinking water shall always be carefully cleaned and covered.

17. If any printing works possess typefoundry and stereotype installations as accessory departments, these shall be arranged in a special section of the building and be entirely independent and separate from the remaining rooms.

18. The linotype and monotype machines, and generally all machines in connection with typefoundry, shall be installed in a special section of the building, entirely independent and separate from the remaining rooms.

19. All machines and furnaces referred to in the foregoing §§17 and 18 shall be provided with a separate smoke and steam exhaust pipe, which shall be so fitted that all fumes and heavy gases are sucked off and conducted into the open air.

The main steam and smoke pipe shall be provided at its outlet with a rotating fan or, internally, with a flame of lighting gas, which shall be continually burning during the working of the said machinery, so that, in this manner, all noxious gases and vapours may be easily removed.

20. The employers are prohibited from employing in their concerns workers who are not in possession of a book proving their identity and good state of health.

This book shall be issued by the competent police administration or sub-administration.

A Committee consisting of a police commissary, two police or private physicians, to be proposed by the Prefect, one representative of the employers, and one representative of the workers in the printing trade and holding its meetings at the police office, shall examine every worker appearing before it with respect to his health, and shall declare whether the state of health of the

\* Text E.B. VII., p. 290, No. 8.

person so examined is such that he may be employed without injury to his health ; this Committee shall enter its certificate on a special page of the book of identity and the certificate shall be signed by at least two members of the Committee. If no organisations of the employers and of the workers in the printing trade exist, or if there exist several of such organisations in one and the same place, and these are not able to agree upon the election of representatives or refuse to send representatives to the Committee, the competent police authority shall be entitled to appoint one representative from amongst the employers and one from amongst the workers in the printing trade as members of the Committee.

The employer shall see that the medical examination is repeated every year, and that the certificate in question is entered in the book of identity. The Committee shall be competent to pass valid resolutions, if at least the police commissary and one of the police physicians are present.

With respect to the first application of these regulations, the medical examination of the workers by the Committee shall be carried out in the respective printing works in accordance with this Section.

21. It is prohibited to employ male persons under the age of 16 and female persons under the age of 18 in type foundries, stereotyping establishments, and on linotype machines (§37 of the Royal Decree dated 11th/24th August, 1913,\* with respect to the administration of Act No. 4029,† concerning the work of women and minors).

22. These regulations shall come into force after the publication of the Royal Decree in question, without prejudice to the provisions of §§2, 3 and 8 (par. 1), which shall apply only to printing works to be established in future.

23. Infringements of the provisions of this Decree shall be punishable in virtue of the provisions of §§3 and 4 of Act No. 3934‡ with respect to hygienic conditions and safety of workers, and working hours.

## V. Luxemburg

1. *Grossh. Beschluss, enthaltend die Ausführungsbestimmungen zu Art. 62 and 64 des Gesetzes vom 6. Mai 1911, betr. die Alters-und Invalidenversicherung.* Vom 8. August 1911. (Mémorial 1911, Nr. 53.)

**Grand-Ducal Decree, containing the administrative regulations, in pursuance of §§62 and 64 of the Act, dated 6th May, 1911,\*\* respecting old age pensions and insurance against invalidity.** (Dated 8th August, 1911.)

2. *Grossh. Beschluss, wodurch die Satzungen der Alters-und Invalidenversicherungsanstalt genehmigt werden.* Vom. 8 August, 1911. (Mémorial 1911, Nr. 53.)

**Grand-Ducal Decree approving the rules of the old age and invalidity insurance institution.** (Dated 8th August, 1911.)

\* Text E.B. IX., p. 301, No. 1.

† Text E.B. VII., p. 285.

‡ Text E.B. VII., p. 282.

\*\* Text E.B. VI., p. 270.

3. *Beschluss, wodurch der Durchschnittswert für Naturalbezüge hinsichtlich der Anwendung des Gesetzes über die Alters- und Invalidenversicherung festgesetzt wird.* Vom 10. Oktober 1911. (Mémorial 1911, Nr. 69.)

**Decree fixing the average value of payments in kind in connection with the application of the Act respecting old age pensions and insurance against invalidity.** (Dated 10th October, 1911.)

4. *Grossh. Beschluss betr. Bezeichnung der Hilfs-Verwaltungsbehörde der Alters- und Invalidenversicherungsanstalt und derer Aufgaben.* Vom 12. November 1911. (Mémorial 1911, Nr. 75.)

**Grand-Ducal Decree concerning the designation of the assistant administrative authority of the old age and invalidity insurance institution and its functions.** (Dated 12th November, 1911.)

5. *Grossh. Beschluss, die Organisation der Schiedsgerichte und das Verfahren vor diesen Gerichten und dem Obergerichtshof in Alters- und Invalidenversicherungs-Angelegenheiten betreffend.* Vom 22. Januar 1912. (Mémorial 1912, Nr. 8.)

**Grand-Ducal Decree concerning the organisation of the Arbitration Courts and the proceedings before such Courts and the Higher Court of Justice in old age and invalidity insurance matters.** (Dated 22nd January, 1912.)

6. *Beschluss betr. die Rechnungsführung der Alters- und Invalidenversicherungsanstalt.* Vom 9. Februar 1912. (Mémorial 1912, Nr. 10.)

**Decree concerning the keeping of accounts of the old age and invalidity insurance institution.** (Dated 9th February, 1912.)

7. *Grossh. Beschluss, die Festsetzung der in Art. 15 des Gesetzes vom 6. Mai 1911, über die Alters- und Invalidenversicherung vorgesehenen Bestimmungen und Bedingungen der Selbst- und Weiterversicherung betreffend.* Vom 16. Juli 1912. (Mémorial 1912, Nr. 52.)

**Grand-Ducal Decree concerning the fixing of the provisions and conditions of personal insurance and continuation of insurance as provided for in §15 of the Act dated 6th May, 1911,\* respecting old age pensions and insurance against invalidity.** (Dated 16th July, 1912.)

8. *Beschluss betr. Abänderung des Beschlusses vom 10. Oktober 1911, wodurch der Durchschnittswert für Naturalbezüge hinsichtlich der Anwendung des Gesetzes über die Alters- und Invalidenversicherung festgesetzt wird.* Vom 21. Februar 1913. (Mémorial 1913, Nr. 13.)

**Decree concerning the amendment of the resolution dated 10th October, 1911,† fixing the average value of payments in kind in connection with the application of the Act respecting old age pensions and insurance against invalidity.** (Dated 21st February, 1913.)

9. *Gesetz betreffs Regelung des Stellenvermittlungswesens.* Vom 2. Mai 1913.  
**Act concerning the regulation of employment agencies.** (Dated 2nd May, 1913.)

\* Text E.B. VI., p. 270.

† Text E.B. IX., p. 308, No. 3.

10. *Beschluss, wodurch zu Gunsten der deutschen Reichsuntertanen die Art. 18, Abs. 3, und 131 des Gesetzes über die Alters- und Invalidenversicherung ausser Kraft gesetzt werden.* Vom 30. Juli 1913. (Mémorial 1913, Nr. 53.)

**Decree annulling in favour of German subjects §18, paragraph 3 and §131 of the Act relating to old age pensions and insurance against invalidity.** (Dated 30th July, 1913.)

In view of §18, paragraph 3, §§19 and 131, of the Act of 6th May, 1911,\* relating to old age pensions and insurance against invalidity.

In view of the provisions of the Imperial Insurance Code, which grants reciprocity to Luxemburg workers.

In virtue of an identical decision by the Committee of Management of the Insurance Institution.

It is decreed :—

1. Paragraph 3, of §18 and §131 of the above-mentioned Act are annulled in favour of German subjects with retrospective effect, as from 1st January, 1912. The said retrospective effect, however, shall only apply if upon the coming into force of the present Decree no legal decision has been issued in regard to the application for an annuity.

2. The present Decree shall be published in the "Mémorial."

11. *Grossh. Beschluss, die Ausführung des Gesetzes über die Stellenvermittlungsanstalten betreffend.* Vom 21. August 1913.

**Grand-Ducal Decree relating to the carrying out of the Act respecting employment agencies.** (Dated 21st August, 1913.)

12. *Gesetz, durch welches das Gesetz vom 6. May 1911, über Alters- und Invalidenversicherung vervollständigt und abgeändert wird.* Vom 2. Juni 1914. (Mémorial 1914, Nr. 37.)

**Act to supplement and amend the Act of 6th May, 1911,\* relating to old age pensions and insurance against invalidity.** (Dated 2nd June, 1914.)

1. The Act of 6th May, 1911,\* is supplemented or amended by the following provisions :—

I. Paragraph 3 of §60 shall be amended as follows :—

"The commune which counts as the place of residence for the purposes of relief shall refund to the State one-fifth (20%) of its outlay."

II. Two new paragraphs, worded as follows, shall be inserted between paragraphs 2 and 3 of §63 :—

"By mutual agreement, however, the retention of the deductions corresponding to the amounts of the contribution due may be postponed until the final settlement, provided that the settlement in the case of employment not subject to the regulations relating to the payment of wages, shall be effected not later than 31st December of each year.

"Contrary to the above provisions, the share of the contribution falling on insured agricultural workers who work partly on their own account and partly for third persons, shall be collected direct from such insured persons."

III. §66 shall be supplemented as follows :—

"The Managing Committee shall have power to resolve that a contractor domiciled in a foreign country, who temporarily employs in the Grand Duchy persons liable to insurance, shall deposit a security for the discharge of the obligations imposed upon him by the present Act

"The Decree shall on each occasion fix the amount of the security and name the public fund with which it shall be deposited."

\* Text E.B. VI., p. 270, No. 1.

IV. §129 shall be supplemented as follows :—

“ In the event, however, of the occupation of such insured persons being from its nature subject to periodical interruptions of a temporary kind, it shall be sufficient if such persons prove that before the coming into force of the Act they have regularly exercised in the Grand Duchy an occupation subject to insurance.”

V. A new §129b, worded as follows, shall be inserted between §129 and §130 :—

“ If, in the cases provided for in §§128 and 129, the insured person whose occupation is, from its nature, subject to periodical interruptions of a temporary kind, takes advantage of further insurance, the State shall pay to the Insurance Institution one-half the contributions corresponding to the period of such further insurance.

“ The State contributions shall cease with the period of transition, and shall only be paid on condition that the insured persons give proof that they have paid their share of the contributions. The State contributions shall be included among the State charges mentioned in §61, paragraph 4.”

VI. §16, paragraph 1, §18, paragraph 2, §33, paragraph 3, §§127 and 128, shall be amended and supplemented as follows :—

§16, par. 1.—“ The object of the insurance shall be to secure a pension to the insured person in the event of permanent invalidity or when he shall have completed his sixty-fifth year.”

§18, par. 2.—“ Any insured Luxemburg subject who has completed his sixty-fifth year of age, and who proves that he has worked in the Grand Duchy for at least 2,700 days in an occupation subject to compulsory insurance, shall be entitled to an old age pension.”

§33, par. 3.—“ The old age pension shall run from the first day of the sixty-sixth year of the insured person.”

§127.—“ Luxemburg subjects who on 1st January, 1912, are sixty-five years of age or more, and who prove that during the five years which immediately preceded this date they have regularly exercised in the Grand Duchy an occupation subject to compulsory insurance, shall be entitled to claim one-third of the original pension. This pension shall be paid through the Insurance Institution, but, as regards four-fifths, it shall be at the charge of the State, and as regards one-fifth, at the charge of the commune, in conformity with §60, paragraph 3.

“ In the event of the insured person being able to give proof of work done on days subsequent to 1st January, 1912, the pension shall be increased in conformity with §130, paragraphs 2 and 3.”

§128.—“ Insured Luxemburg subjects who have completed the sixty-fifth year of their age within ten years immediately following 1st January, 1912, even without the conditions specified in §18 having been fulfilled, shall nevertheless be entitled to old age pensions, if they give proof that during the five years immediately preceding 1st January, 1912, they have regularly exercised in the Grand Duchy an occupation subject to compulsory insurance, and that since that date up to the completion of their sixty-fifth year they have worked on an average 270 days a year.

“ The latter condition shall be sufficient by itself, if the period in question embraces five years of an annual average of 270 days' work, and the fifth year shall be regarded as completed, if it has been begun and comprises a number of days' work corresponding to its effective duration.”

2. An annual credit of 125,000fr. for 50 years shall be placed at the disposal of the Invalidity and Old Age Insurance Institution from the receipts of the mine rents due in virtue of the Act of 29th November, 1913.

A credit of 125,000fr. shall be added under §203 to the Budget for the year 1914, and worded as follows:—"Old Age and Invalidity Insurance. Appropriation out of the receipts from the mine rents due in virtue of the Act of 29th November, 1913 (§2 of the Act of 2nd June, 1914)."

3. Notwithstanding the contents of No. VI. of §1, the provisions contained in Nos. IV. and V. of §1 of the present Act shall have a retrospective effect as from 1st January, 1912.

It is herewith decreed and ordered that this Act shall be published in the "Mémorial," and shall be carried out and obeyed by all whom it may concern.

## VI. United States of Mexico

### I. TAMAULIPAS.

*Decreto num. 38. Prohibe en todo el territorio del Estado la introducción, elaboración y venta de cerillas que contengan fósforo blanco.* 24 de junio de 1912. (Periodico oficial del Gobierno 1912, no. 77, p. 1.)

**Decree No. 38, with respect to the prohibition to import, manufacture and sell white phosphorus matches in any part of the State territory.** (Dated 24th June, 1912.)

1. It is prohibited to import, manufacture and sell white phosphorus matches in any part of the State territory.

2. Any person infringing in any way the provisions of the preceding Section shall be liable to imprisonment for a term of from 3 to 30 days, or to a fine of from 5 to 100 pesos, and factories making this kind of phosphorus matches shall be closed.

3. The Government, as well as the health authorities, are instructed to see that the provisions of this Decree are strictly adhered to. Persons infringing the said provisions shall be sent before the Criminal Judge for the imposition of the punishment in question.

*Transitory Provision.* This Act shall come into force six months from the date of its publication.

### 2. VERA CRUZ LLAVE.

*Ley Núm 12. Prohibe en el Estado la introducción, elaboración y venta de cerillas que contengan fósforo blanco.* 26 de junio de 1912.

**Act No. 12, with respect to the prohibition to import, manufacture and sell white phosphorus matches within the State.** (Dated 26th June, 1912.)

## VII. Netherlands

*Besluit van den 20sten Januari 1913, tot vaststelling van een algemeenen maatregel van bestuur, als bedoeld bij de artikelen 6, eerste lid, en 9, vierde lid, der Steenhouwerswet (Wet van 7 October 1911, Staatsblad No. 315).* (Staatsblad No. 38.)

**Decree of 20th January, 1913, for establishing general administrative regulations in accordance with the provisions of §6, 1st Sub-section and §9, 4th Sub-section of the Stonemasons' Act (Act of 7th October, 1911.\* Staatsblad No. 315).** (Staatsblad No. 38.)

\* Text E.B. VII., p. 39, No. 11.

## I.—GENERAL CONDITIONS.

1. (1) For the purpose of this Act there shall be understood by :—

(a) *Workplaces* : open as well as closed spaces where stonemasons' work is carried on within the meaning of the Stonemasons Act.

(b) *Workshops* : premises closed on all sides, in which stonemasons' work is carried on within the meaning of the Stonemasons Act, and the walls, ceilings, and roof of which have no openings other than those serving for the renewal of air and as outlets for gases, vapours, or dust, and such as may be closed by doors, shutters, or windows, together with premises in which the above-mentioned work is carried on and which are open on one side to the extent of less than four-fifths, and are provided with a roof.

(c) *Sheds* : places in which stonemasons' work is carried on within the meaning of the Stonemasons Act and which are open on one side to the extent of at least four-fifths, and are provided with a roof.

(2) Workplaces which are in connection with, and in which stonemasons' work is being carried on for, the same undertaking, shall be considered as one workplace.

## II. REQUIREMENTS TO WHICH PREMISES MUST CONFORM IN VIRTUE OF §6 (1) I. OF THE STONEMASONS' ACT.

2. (1) In a workshop an air space of at least 20 cb.m. shall be allowed for each worker.

(2) When calculating the air spaces, parts of the premises less than 3.50 m. in height shall not be taken into account.

(3) Parts of a workshop in which stonemasons' work is being carried on shall have a height of at least 3.50 m.

3. (1) In a workshop a floor area of at least 4 sq.m. shall be allowed for each worker.

(2) When calculating the floor area, parts of the premises less than 3.50 m. in height shall not be taken into account.

4. (1) The roof of a workshop or of a shed shall be boarded unless it is water-tight.

(2) The ceiling of a workshop shall, if the storey above is used as a workshop, dwelling, or store-room, be water-tight and dust-proof.

5. (1) In all workshops, provision shall be made in a proper manner for a sufficient supply of fresh air, and for the escape of vitiated air, while avoiding injurious draught.

(2) In any case, the total area of the openings which directly communicate with the outer air shall for this purpose amount to at least 15 sq.dm. per worker, and at least 3 sq.m. altogether, while a total area of at least 5 sq.dm. per worker, and of at least 1 sq.m. altogether, shall not be closed between the commencement and the termination of the day's work.

6. (1) All workshops and all sheds shall be sufficiently lighted in all the parts where work is being carried on.

(2) For this purpose :—

(a) The total area of light openings in a workshop which, when the doors are closed, admit daylight direct, shall be at least one-sixth of the floor area ;

(b) The distance of the place, at which a stonemason is working, from the nearest light opening shall not exceed 6 m. unless sufficient daylight enters the premises in which work is carried on, through openings arranged in the ceiling or in the roof.

7. The floor and the walls of a workshop shall be of such a nature that they can be kept perfectly clean.

8. (1) The floor of any shed shall have an area of at least 3.50 sq.m. for every worker.

(2) When calculating the floor area, no parts of a shed less than 3 m. in height shall be taken into consideration.

## III.—REGULATIONS TO BE COMPLIED WITH IN VIRTUE OF §6 (1) II. OF THE STONEMASONS' ACT.

9. (1) A suitably arranged dining-room, properly ventilated and lighted, and kept clean and sufficiently warmed during the cold season, shall be available and accessible during the periods of rest, in the immediate neighbourhood of the workplace, for persons occupied with stonemasons' work. This dining-room shall not be used at the same time as a workshop or store-room. Arrangements shall be made so that no dust from the workshop can penetrate into this dining-room.

(2) Every dining-room shall have a floor area of at least  $1\frac{1}{4}$  sq.m. and an air space of at least  $3\frac{1}{2}$  cb.m. for every person for whom it is intended. Sufficient sitting accommodation shall be provided in this room for all persons who may be present in it.

(3) The first and second Sub-sections shall not apply in respect of persons for whom the arrangement of working hours and other local circumstances make it possible to pass the periods of rest in their homes or in any other suitable locality where no alcoholic drinks are supplied, and which are accessible to them without charge and without any obligation to spend money.

10. (1) A sufficient number of urinals must be available near a workplace, and a number of closets such that there shall be at least one separate closet for every 25 persons doing stonemasons' work.

(2) The closets and urinals shall be situated and kept in such a manner that they can be conveniently reached by the persons referred to in the first sub-section when in the workplace.

(3) Every closet shall be suitably situated and arranged. It must be possible to keep them perfectly clean, and provision shall be made for sufficient ventilation and light. The closet shall be covered and enclosed in such a manner that proper privacy in use is secured.

(4) Closets and urinals, unless they are water-closets and urinals with flushing or equivalent arrangements not emitting any odour, shall not be in direct communication with a workplace. The halls or passages by which the closets are separated from the workplaces shall be ventilated in such a manner that no odour is noticeable in the said localities.

(5) By "water-closet" is understood a closet provided with a flushing arrangement in perfect working order, by which a sufficiently strong flow of water is supplied for flushing the fecal matter out of the basin, and in which the discharge pipe is shaped in such a manner that water remains in the same, sealing the closet so that no odour can penetrate.

11. (1) In any workplace consisting of one or more workshops, there shall be available an open site of a total area of at least 10 sq.m., of which the portion available for work must have an area of at least 3 sq.m. for every person doing stonemasons' work in the workshop.

(2) The first Sub-section shall not apply to workplaces on which marble is exclusively worked. Moreover, in calculating the area of the open site, no account shall be taken of persons working marble.

12. The floor of any workshop or of any shed shall be arranged in such a manner that the water can properly drain off. No water shall be allowed to lie on the site referred to in §11.

13. This Section shall not apply if stonemasons' work is to be done on the workplace in question for a period which it is known will be less than two weeks.

#### IV.—REGULATIONS TO BE COMPLIED WITH IN VIRTUE OF §6 (1) III. OF THE STONEMASONS' ACT.

14. If weather conditions and the nature of the work permit, a stonemason working stone other than marble shall be allowed to do his work on the site referred to in §11.

15. Whenever stonemasons' work is being carried on, whether on the site referred to in §11 or outside that site, in the open-air, the stonemason shall be protected from the injurious effects of the weather by suitable screens, roofs, or walls.

16. Every workplace with its appurtenances shall be kept free from ground water, and be clean and properly protected from dust.

17. Closets and urinals shall be kept clean.

18. (1) Dust, rubbish, and waste stone shall be removed from the floor of any workshop on Wednesdays and on the last working day of the week, or as many times as may be necessary after the termination of the days' work. In any case, a sufficient quantity of water shall be sprinkled on the floor in order to avoid the dissemination of dust.

(2) The dust shall be removed from the walls of a workshop on the last working day of the week. During such cleaning the spreading of dust shall be avoided as far as possible by sprinkling water.

19. The walls and the ceilings of any workshop shall be properly whitewashed, washed, or cleaned in any other manner at least once in every 15 months.

20. While the floor, walls, or ceiling of a workshop are being cleaned, no work in connection with the trade shall be carried on in the locality.

21. Suitable provision shall be made to prevent the workplace from being defiled by spitting if necessary, suitable spittoons shall be provided.

22. In a workplace in which stonemasons' work is to be carried on for a period which it is known will exceed two weeks, at least one washing place suitably situated and arranged shall be available for every five or any smaller number of workers regularly employed there.

23. Suitable cloakrooms shall be available for clothes which are removed, changed, or worn during work by persons employed in a workshop on stonemasons' work.

24. (1) The distance between the centres of gravity of two blocks, not being marble, at which different stonemasons work simultaneously shall be as follows:—

(a) At least 2 m. if one of the two blocks consists of sandstone;

(b) At least 1.50 m. if both blocks consist of stone other than sandstone.

(2) The distance between the chisels used by persons doing stonemasons' work on different pieces of work shall be at least 0.70 m.

(3) The distance between the chisels used by persons doing stonemasons' work on one and the same block shall be:—

(a) At least 1.50 m. when working sandstone;

(b) At least 1 m. when working stone other than sandstone, except when the work consists in the chiseling of letters or figures.

25. In dry weather the floor in the workshops and in sheds shall be kept sufficiently moist.

26. (1) Bentheim, Gildehausen, Oberkirchen, Teutoburg, Trier, Bollendorf, Medard, Maulbrunn, Pilsen, La Rochette, Udeffangen, Born, and other stones which absorb water without involving any serious difficulty in the work, shall not be worked unless:—

(a) The portion being worked is kept properly moist;

(b) The temperature of the air in the immediate neighbourhood of the block is not lower than 1° Celsius.

(2) For every person doing stonemasons' work on stone referred to in the first Sub-section, a bucket full of water shall always be available near the block which is being worked. Suitable facilities shall always be provided near at hand for filling the bucket.

27. Each stonemason shall have a suitable brush available for removing dust and chips from the work.

28. If, while stonemasons' work is being carried on, there exists any danger that in using the tools or utensils, the workers may be hit by sparks, chips, and scales coming off the work, they shall be suitably protected against the risk.

29. Tools liable to involve danger in the performance of stonemasons' work shall be maintained in a good condition.

30. The safe maximum hoisting power shall be clearly indicated on any hoisting crane or other hoisting apparatus used in a workshop.

31. (1) Hoisting cranes, winches, and other hoisting apparatus used in a workplace, and their supports and accessories, shall always be maintained in good condition and be arranged, erected, and fenced in such a manner that they present as little danger as possible.

(2) When loads are being lifted, any unexpected drop shall be prevented by a pawl or ratchet wheel, or in some other suitable manner.

(3) When lowering loads, it must be possible to regulate the speed by a suitable and efficient brake or other arrangement, and it must always be possible to stop the load immediately; at the same time, the cranks must not revolve, but be removed or thrown out of gear.

32. Hoisting chains and chain ropes used in any workplace shall be annealed as often as may be necessary for guaranteeing safe working, and they, and also steel and other hoisting cables, shall be tested for a sufficient lifting power by a competent expert.

33. In all parts of a workplace where there is any danger of persons being struck by falling objects, the necessary preventive measures shall be taken.

34. If, during the carrying out of stonemasons' work, it is necessary to shift or turn heavy blocks, suitable tools and appliances shall be available for the purpose.

35. Any parts of machine tools in a workplace, which may cause danger and which are at a height of less than 1.80 m. above the floor, shall be suitably fenced.

36. If a power engine is used in a workplace, it shall be so arranged and provided with such appliances as to make it possible to start and stop it without danger.

37. If, in any part of a workplace, a machine is erected which can be driven from a place outside the said workplace, a sign shall be given on all occasions and immediately before starting up the machine: this sign must be distinctly audible at the place where the machine is erected.

38. If a power engine is worked by a person specially appointed for the purpose and if such engine drives a machine standing in the workplace outside the locality in which the power engine is placed, it must be possible to give a sign from the place where the machine is erected to the person in charge of the power engine, so that the latter may immediately stop the driving engine.

39. If, in any part of a workplace, a machine is erected which can be driven by a power engine, it must be provided with an arrangement to allow of its being safely and securely stopped, independently of the power engine, and such as to prevent it from being afterwards designedly started again, unless—

(a) The machine can be started by a power engine, exclusively used for driving the said machine from the place where the operator carries out his work, and immediately stopped, or

(b) The machine is fitted up, arranged or secured in such a manner that, when in ordinary use, it does not present any danger; but in this connection, no repairs or other work causing danger shall be effected on the machine when it is in use.

40. In any workplace the passages between the machine tools and the standing places of the workers near them shall be sufficiently wide and kept free from everything that may cause any danger to passers-by.

41. Good drinking water shall be supplied gratis, and in sufficient quantity and in a suitable manner, to the workers engaged in stonemasons' work.

42. (1) The following tools shall not be used in stonemasons' work :—

(a) Bush hammers heavier than 3.25 kilos;

(b) A stonemason's beam (steenhouwers grendel).

(2) The first Sub-section under (a) shall not apply to the working of granite.

43. In any workplace, opportunity shall be provided for all persons who usually carry out stonemasons' work in the same, to do such work :—

(a) Between 1st November and 1st May in a workshop closed in on all sides ;

(b) Between 1st May and 1st November in a workshop or in a shed open on

one of the longitudinal sides to the extent of at least four-fifths—

unless it is intended to carry out stonemasons' work in the said workplace during a period which it is known will be less than two weeks, in which case a shed in which the work can be carried on shall, if necessary, be provided and be accessible as aforesaid

#### V.—REGULATIONS TO BE COMPLIED WITH IN SCULPTORS' WORKSHOPS, IN VIRTUE OF §9 (4) OF THE STONEMASONS' ACT.

44. The regulations referred to in the last sentence of the fourth Sub-section of §9 of the Stonemasons' Act are the following :—

(1) No worker above the age of 17 shall work longer than ten hours in every 24 hours.

(2) No worker who has not yet reached the age of 17 shall work for more than—

(a) Nine hours in every 24, within two years from the date referred to in first Sub-section of §33 of the Stonemasons Act ;

(b) Eight hours in every 24, after the expiration of the period referred to under (a).

(3) No worker shall do any work before 6 a.m. and after 7 p.m.

(4) The working hours of a worker shall always be broken, after a period of five hours at most, by a period of rest of at least half-an-hour.

#### VI.—FINAL PROVISIONS.

45. The District Chief Inspector of Labour shall be entitled to issue more detailed regulations concerning the manner of carrying out the provisions of §§4, 5, 6, 7, 9, 10, 12, 15 up to and including 23, 25, up to and including 41 and 43.

46. This Decree may be cited as the "Stonemasons Decree."

47. (1) This Decree shall come into force on 1st March, 1913.

(2) The provisions of §42 shall, however, not come into force until 1st July,

1914.

Our Minister of Agriculture, Industry, and Commerce is charged with the administration of this Decree, which shall be published in the "Staatsblad," and a copy of which shall be sent to the State Council.

## VIII. Peru

1. *Ley de responsabilidad por accidentes del trabajo.* 20 de enero 1911.

**Act respecting liability for industrial accidents.** (Dated 20th January, 1911).

2. *Decreto: Creación de una Sección obrera.* 30 de enero 1913. (Boletín del Instituto de Reformas Sociales XI., 565.)

**Decree: Creation of a Labour Office.** (Dated 30th January, 1913.)

1. In the police districts of Lima and Callao a special department shall be created under the designation of Labour Office, the purpose of which shall be to collect particulars respecting the conditions of labour, and the labour market in the said two cities.

2. The task of collecting information, to which the said Labour Offices shall devote themselves shall extend to the following matters:—

- (1) Number and classification of industries;
- (2) Number of workers: men, women and children, native and foreign; alterations in the proportion of the workers employed;
- (3) Wages of men, women and children;
- (4) Duration of the working day for each class;
- (5) Payment for overtime;
- (6) Work done for day wages, by contract, and by the piece;
- (7) Strikes and lock-outs: their causes and duration;
- (8) Periods for the payment of wages;
- (9) Industrial accidents;
- (10) Cost of erection and rent for workmen's dwellings;
- (11) Density of population, living in streets (callejones) and tenement houses (casas de vecindad);
- (12) Cost of living and prices of the most important articles of consumption;
- (13) Inspection of factories, workshops, factors' premises and working places with reference to the requirements of safety, cleanliness, hygiene and health, to be observed therein, in the interest of the life and health of the workers;
- (14) Workmen's associations in the capital and in Callao, and mutual provident funds.

3. The Labour Office is charged with the transmission and safe keeping of all documents and records in connection with the strikes and lock-outs referred to in the Decree of the 24th of this month.

4. The office shall not only draw up the statistics respecting the workers, but keep also a register, in which are to be entered, in alphabetical order, the names of all workers, together with a statement as to their age, legal status (whether married, single, etc.), place of birth, occupation, trade, position or employment, amount of wages, concern in which they are working, and whether they are able to read and write.

5. A register shall, moreover, be kept at the office, in which must be entered the number and causes of accidents, the wages of the workers having met with such accidents, and the duration of illness.

6. When drawing up these statistics of the workmen's insurance societies, care must be taken that the total number of contributing members, the amount of the members' contributions, and the total amount of receipts and expenditure are stated, while indicating, exactly at the same time, the amounts used every year for assisting members. In the same way, it shall be stated whether there exist special contributions for the formation of a reserve fund and the amount of such contributions.

7. The staff of the Labour Office shall be bound to proceed, at least once in every quarter, with an inspection of the industrial concerns, and to inform the Board of Health in writing, of any infringements which they may ascertain in connection with the premises, factories, workshops and workrooms of all kinds, in which work is carried on, as regards lighting, air supply, and ventilation, water tanks, condition of drinking water, condition and number of sanitary conveniences, condition of the drain pipes, and generally with respect to all damages and defects which might be contrary to the prescribed hygienic measures and cause injury to the workers.

8. When carrying out the periodical inspection referred to in the preceding article, the staff of the Labour Office shall investigate whether, in the industrial concern inspected, all safety measures necessary for the protection of the workers have been taken and are being made use of, and whether the said concerns are provided with all those mechanical appliances which tend to reduce the dangers entailed by the industry in question and by carelessness on the part of the workers.

9. At the same time, a special register shall be kept, in which there shall be entered the number of all the unemployed and persons seeking work, with indications as to sex and Christian name, age, and the special trade known to the person to be registered, the name of the last employer in whose services he or she has been working or the designation of the concern, the maximum wage received, and the domicile of the person in question.

Persons devoting themselves to domestic service shall not be entered in this register.

10. The Labour Office may, on the basis of the register referred to in the preceding section, supply the owner of the concern with the necessary number of workers.

These and all other services of the department shall be rendered free of charge.

Upon request of the workers, the Office may indicate to the owners of concerns, by publication in the local daily papers, the number and position of the workers seeking work.

11. The workers entered in the said register shall be entitled to demand from the Office a certificate which will serve to them as a proof of their identity and their position as workers.

The certificate referred to in this Section shall be granted free of charge, and shall be given only to those persons who demand it of their own accord.

12. Until the conditions under which workmen's associations may acquire the right of a legal corporation have been legally fixed, the Political and Administrative authorities of Lima and Callao shall officially recognise all those associations who deposit with the Labour Office a legally certified copy of their rules.

13. The owners or managers of factories, workrooms, workshops, and other industrial concerns shall in particular be bound :—

- (1) to forward to the Office the working rules of the industrial concern ;
- (2) to notify the said Office of the alterations made in the rules in question ;
- (3) to communicate to it the death of any worker employed in their service ;
- (4) to forward to the Office the business report of the undertaking and the respective balance sheet, if the concern belongs to a joint-stock company.

14. The text of the rules of the workmen's associations as well as all the working rules of the factories and industrial concerns shall be published in the Labour Bulletin (*Boletín del trabajo*), which will appear monthly.

15. The Labour Bulletin shall be distributed free of charge to workmen's associations, to factories, workshops and other concerns ; it shall be printed in the Government printing works.

16. The Labour Office established in the police districts of Lima and Callao shall consist of the Director, with a monthly salary of 18 Peruvian pounds, one first official with a salary of 14 Peruvian pounds, and two assistants with a salary of 7 Peruvian pounds each.

17. The expenditure incurred in the establishment and working of the Office created by the present Decree shall be a charge on the funds set aside in accordance with page 3, Part I., of the general estimates of the Republic until Congress issues the necessary provisions.

18. The Ministers of the Interior and of Public Works are entrusted, each as regards his respective department, with the carrying into effect of the present Decree.

## IX. Salvador

1. *Ley de accidentes del trabajo.* 12 de mayo de 1911.

**Industrial Accidents Act.** (Dated 12th May, 1911.)

2. *Reglamento para la aplicación de la ley de accidentes del trabajo.* 7. de septiembre de 1911.

**Administrative Order in pursuance of the Industrial Accidents Act.** (Dated 7th September, 1911.)

## X. Switzerland

### CANTON OF GENEVA.

1. *Loi sur la Chambre de Travail.* (Du 14 octobre 1911.)

**Act respecting the Labour Council.** (Dated 14th October, 1911.)

2. *Règlement d'exécution de la loi sur la Chambre de Travail, du 14 octobre 1911.* (Du 12 décembre 1911.)

**Regulations for the carrying out of the Act of 14th October, 1911 respecting the Labour Council.** (Dated 12th December, 1911.)

3. *Règlement d'exécution de la loi sur le repos hebdomadaire, du 1er juin 1904.* Du 14 mars 1913.

**Regulations of 14th March, 1913, for the carrying into effect of the Act relating to weekly rest, dated 1st June, 1904.\***

1. The Department of Commerce and Industry shall be charged with the administration of the Act relating to weekly rest. The said Department shall issue the regulations and decrees necessary for modifying the distribution of the weekly rest in the cases provided for under §2 of the Act. Any other mode of distribution shall be prohibited.

2. All undertakings carried on for commercial or industrial purposes shall be subject to the Act.

3. The following shall not be considered as being industries subject to the Act : (a) masonry, earthwork, and slating undertakings, for those workers who work in the open-air ; (b) boarding houses employing not more than one male or female servant.

In establishments in which, owing to serious infirmities or for some other reason due to *force majeure*, the owner is habitually replaced by a manager, or by a head workman, the latter shall not be included among the staff subject to the provisions of the Act.

4. The Act shall not apply to the wife and children of the head of the family. It shall also not apply to the partner of the tradesman or manufacturer.

5. The register of the days of rest, as provided for under §3 of the Act, shall state the year, the month, the date, and the name of the day of rest for each employee, and shall also state whether it refers to a whole or a half-holiday.

The owner shall be bound to obtain the employee's signature to the register at least once a month. The said statement or register shall be submitted to the inspectors at any time upon request.

It shall be countersigned by such inspectors during the course of their visits.

Notices stating the days and hours of the weekly rest granted to the employees and workers shall, moreover, be posted up in the workrooms by the heads of the undertaking, the directors, or managers, in such a manner that they can be easily read by the interested parties.

6. The weekly rest may be suspended on communal holidays ; in that event a compensatory period of rest shall be granted within the following eight days.

From the 15th to the 31st December, tradesmen and manufacturers may suspend the weekly rest. Compensatory periods of rest shall, however, be granted during the month of January, or, at the latest, February, of the following year. For this purpose the owners shall draw up a statement of the days of rest and hold it at the disposal of the inspectors.

7. A tradesman or manufacturer shall be prohibited, even with the consent of his staff, from suppressing the legal day of rest to which the latter are entitled, whilst compensating such suppressions by means of additional salary or other benefits.

A tradesman or manufacturer shall likewise be prohibited from suppressing part of the weekly rest due to his staff, on granting a cumulative period of rest in compensation, except by the special permission of the Department of Commerce and Industry.

8. Payment of wages by the hour or by the day shall not free the tradesman or manufacturer from the obligation to grant a weekly rest to his staff.

9. The inspectors shall be provided with a card of identification.

10. Contraventions shall be punished by the penalties provided for in §5 of the Act relating to weekly rest, dated 1st June, 1904.\*

\* Text F.B. III., p 213.



# International Association for Labour Legislation.

Central Office: BASLE, SWITZERLAND.

## OBJECTS.

1. To serve as a bond of union to all who believe in the necessity for Labour Legislation.
2. To organise an International Labour Office.
3. To facilitate the study of Labour Legislation in all countries and to provide information on the subject.
4. To promote international agreements on questions relating to conditions of labour.
5. To organise International Congresses on Labour Legislation.

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